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HUMAN RESOURCES MANAGEMENT: OTHER HUMAN RESOURCES QUESTIONS

Draft resolution submitted by the Chairman following informal consultations

Payment of repatriation grant to staff members living in their home country while stationed at duty stations located in another country

The General Assembly,

Having considered the report of the Secretary-General on payment of repatriation grant to staff members living in their home country while stationed at duty stations located in another country, 1/

Recalling section II.D. of its resolution 48/224 of 23 December 1993 on the United Nations common system, in which it requested the International Civil Service Commission to study further the practices of the organizations of the United Nations common system regarding the granting of expatriate entitlements to staff members living in their home country while stationed at duty stations located in another country, with a view to harmonizing the practices of the organizations with those of the United Nations, and to make recommendations thereon to the General Assembly at its fifty-first session,

1. Takes note of the decision of the United Nations Administrative Tribunal in Judgement No. 656, Kremer, Gourdon;

2. Reiterates its decision that the repatriation grant and other expatriate benefits shall not be paid to staff who live in their home country but work in a duty station in another country, and affirms that its intention was and remains that repatriation and other expatriate benefits be limited to staff who both work and reside in a country other than their home country;

1/ A/C.5/49/59.

ANNEX

Amendments to the Staff Regulations of the United Nations

Article III

Salaries and related allowances

Replace the first sentence of regulation 3.2 (a) with the following text:

"Regulation 3.2: (a) The Secretary-General shall establish terms and conditions under which an education grant shall be available to a staff member residing and serving outside his or her recognized home country whose dependent child is in full-time attendance at a school, university or similar educational institution of a type that will, in the opinion of the Secretary-General, facilitate the child's reassimilation in the staff member's recognized home country."

Article V

Annual and special leave

Replace regulation 5.3 with the following text:

"Regulation 5.3: Eligible staff members shall be granted home leave once in every two years. However, in the case of designated duty stations having very difficult conditions of life and work, eligible staff members shall be granted home leave once in every twelve months. A staff member whose home country is either the country of his or her official duty station or the country of his or her normal residence while in United Nations service, shall not be eligible for home leave."

Annex IV

Repatriation grant

Replace the paragraph with the following text:

"In principle, the repatriation grant shall be payable to staff members whom the Organization is obligated to repatriate and who at the time of separation are residing, by virtue of their service with the United Nations, outside their country of nationality. The repatriation grant shall not, however, be paid to a staff member who is summarily dismissed. Eligible staff members shall be entitled to a repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General."